RESOLUTION AGREEMENT

Granite Falls School District No. 332 (the District) enters into this Resolution Agreement to resolve the allegations in the complaint, Reference No. 10211141, filed with the U.S. Department of Education, Office for Civil Rights (OCR), under Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq*., and its implementing regulation, at 34 C.F.R. Part 100.

I. RESOLUTION PROVISIONS

A. Policies and Procedures

1. The District will review and revise its written policies and procedures (revised policies) to ensure its responses to a racially hostile environment are tailored to redress fully the specific problems experienced as a result of the harassment to include fully investigating the impact of the hostile environment and providing supportive measures for all students affected by the hostile environment.

Reporting Requirement:

2. By August 31, 2024, the District will submit to OCR, for its review and approval, the revised policies developed in accordance with section I.A.1.

3. Within 45 days of receiving OCR's approval of the revised policies, the District will provide documentation to OCR demonstrating the District has adopted and implemented the revised policies, such as a copy of the materials and publications containing this information or a link to the on-line version of the materials and publications.

B. Review of Reports of Race Harassment for School Year 2024-2025

1. The District will track reports of harassment of students based on race during the 2024-2025 school year and provide OCR with documentation regarding the reports and the District's response, if any.

Reporting Requirement:

2. Within 30 days of the end of the 2024-2025 school year, the District will provide to OCR a report listing each report received and a summary of the District's response. The information provided by the District will include, at a minimum, the date of the report and the date of the alleged incident(s); a summary of the allegations made in the report; the name of the person(s) who

made the report; the name(s) of the person who received the report; the name(s) of the alleged perpetrator(s), if known; the name(s) of the person(s) assigned to respond or investigate the report; a summary of the District's response to the reported harassment, including the dates of responsive actions and any disciplinary action taken, if any. The District will respond within 30 days to any requests from OCR for additional information regarding the report. The District will promptly and fully address OCR's concerns, if any, about the District's response to any report of harassment until OCR notifies the District that no further reporting is required.

C. Training

1. The District will provide live training to all District school principals and other staff who conduct investigations into alleged incidents of racial harassment and/or make determinations regarding whether racial harassment occurred. The training will be conducted by someone who is qualified and has expertise in Title VI. The training will include, but need not be limited to, District responsibilities related to the identification, prevention, and response to incidents of alleged race-based harassment including a review of the District's obligation to ensure responses to a racially hostile environment be tailored to redress fully the specific problems experienced as a result of the harassment to include supportive measures for all students affected by the hostile environment.

Reporting Provisions

2. By July 31, 2024, the District will submit to OCR for review and approval a training plan, including handouts and the name and qualifications of the trainer(s).

3. Within 90 days of receiving OCR's written approval of the training plan, the District will provide OCR documentation verifying that the District has conducted the training(s). The documentation will include the time(s) and date(s) of the training, all lesson plans, handouts, or presentation slides used during the training(s), and a list, by name and position title, of persons who attended the training, and the name of the trainer(s).

D. Individual Remedy

1. Within 30 days from the date of the training described in section I.B.1., the District will provide a letter to the complainant: (1) providing a copy of the

revised policies developed in accordance with section I.A.1; (2) describing the training that was conducted in accordance with section I.A.2; and (3) describing the steps the District has agreed to take to ensure District responses to a racially hostile environment are tailored to redress fully the specific problems experienced as a result of the harassment to include supportive or remedial measures for all students affected by the hostile environment.

Reporting Provision

2. Within 30 days from the date of the training described in section I.B.1., the District will provide a copy of the letter described in section IC.1., to OCR.

II. GENERAL MONITORING PROVISIONS

A. By signing the resolution agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the resolution agreement. During the monitoring of the resolution agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of the resolution agreement.

B. The District understands that OCR will not close the monitoring of the agreement until such time as OCR determines that the District is in compliance with the terms of the agreement and the statute(s) and regulation(s) at issue in the case.

C. The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice (DOJ) for judicial proceedings in the event of breach. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 days to cure the alleged breach.

Signed:

_____/s/_____ ____5/14/24_____

Dr. Josh Middleton
Superintendent
Granit Falls School District No. 322

Date